



# K A N S A S

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DEPARTMENT OF ADMINISTRATION  
DIVISION OF PERSONNEL SERVICES

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## MEMORANDUM

**TO:** HR Directors  
**FROM:** Jack Rickerson  
**DATE:** March 10, 2004  
**SUBJECT:** Veterans' Preference Guidelines

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Since the veterans' preference process is now decentralized, agencies are certifying veterans' status under the new policy K.A.R. 1-6-21. We have received a number of calls from the field about how to determine veterans' preference status for verification or denial purposes. With the help of Wayne Bollig, from the Kansas Commission on Veterans' Affairs, we now have a complete listing for Veterans' Preference qualifying criteria that criteria is attached. We apologize for the size and complexity of the attached document, the issue is not as simple as we would like it to be. Veterans' preference information and this qualifying criterion are also posted at: <http://da.state.ks.us/ps/aaa/recruitment/veterans.htm>.

Please contact Liz Wong at [Elizabeth.Wong@da.state.ks.us](mailto:Elizabeth.Wong@da.state.ks.us) or at (785) 296-6895 if you have questions about this process or your responsibilities for determining and recording veterans' preference. Wayne Bollig at the Kansas Commission on Veterans' Affairs is an additional resource. Wayne can be reached at (785)-296-3976 or email [www.kcva.org](http://www.kcva.org).

Thanks.

Attachment

JER: EW

## **Attachment**

### **State of Kansas Veterans' Preference qualifying criteria:**

K.S.A. 75-2955 allows veterans' preference under the following circumstances:

A. If you entered military service BEFORE October 15, 1976 and separated with honorable conditions or under honorable conditions and if you were on active duty (under any of the following circumstances):

- During any war.
- Between April 28, 1952 and July 1, 1955.
- In any campaign or expedition for which a campaign badge or service medal was authorized.
- For more than 180 days since January 31, 1955, but before October 15, 1976 (excluding the six month reserve or national guard training program.)

B. If you entered military service ON OR AFTER October 15, 1976, if you separated with honorable conditions or under honorable conditions and were awarded a service medal or campaign badge.

Additional criteria are as follows:

- They are eligible if they voluntarily retire with 20 or more years of active service.
- Active duty for the Reserves or National Guard training does not qualify for veterans' preference.
- Individuals who at the time of application are not separated the armed service will not be eligible to receive veterans' preference.

**NOTE: Individuals in the Service or enlisting in the Service since 9/11/2001 should receive a National Defense Medal according to the Department of Defense. These individuals would be eligible for preference. This medal will be in effect until the President of the United States declares an end to the war on terror.**

**The Kansas Commission on Veterans' Affairs uses the following Vet Guide to determine Wars, Campaigns and Expeditions of the Armed Forces since October 15, 1976 which Qualify for Veterans' Preference. This federal website is updated frequently with new Campaigns and Expeditions of the Armed Forces, medals and ribbons which will qualify individuals for Veterans', Preference.**

<http://www.opm.gov/veterans/html/vgmedal2.asp>

## **Vet Guide Appendix A: Wars, Campaigns and Expeditions of the Armed Forces Since WW II Which Qualify for Veterans' Preference**

**War Service Creditable for Veterans' Preference.** In the absence of statutory definition for "war" and "campaign or expedition," OPM considers to be "wars" only those armed conflicts for which a declaration of war was issued by Congress. The title 38, U.S.C., definition of "period of war," which is used in determining benefits administered by the Department of Veterans' Affairs, includes the Vietnam Era and other armed conflicts. That title 38 definition is **NOT** applicable for civil service purposes.

Thus the last "war" for which active duty is qualifying for Veterans' preference is World War II. The inclusive dates for World War II service are December 7, 1941, through April 28, 1952.

**Non-combat operations that are not qualifying for Veterans' preference.** Many medals are awarded for non-combat operations. These medals are not a basis for preference and include the following:

- The National Defense Service Medal for honorable service for the period between August 2, 1990, and November 30, 1995.
- The Armed Forces Service Medal for participation in a United States military operation deemed to be a significant activity for which there was no threat of encounter of foreign armed opposition or imminent threat of hostile action.
- The Armed Forces Reserve Medal for 10 years of honorable service in a Reserve component; or active duty service in a Reserve component on or after August 1, 1990; or volunteer service for active duty on or after August 1, 1990.
- A good conduct medal.

### **Military Operations since 1976 for which a Campaign or Expeditionary Medal Has Been Awarded, Except for Operations Occurring During a Declared War**

Military personnel receive many awards and decorations. To help agencies make decisions concerning entitlement to Veterans' preference and other benefits, the following list identifies those awards that are campaign and expeditionary medals. **Any Armed Forces expeditionary Medal, whether listed here or not, is qualifying for Veterans' preference.** The Department of Defense, not OPM, determines who is entitled to receive a medal, and under what circumstances. The list below is derived from DOD 1348.33-M, Manual of Military Decorations and Awards.

***DD 214, Certificate of Discharge or Separation from Active Duty, or other official documents issued by the branch of service are required as to verification of eligibility for Veterans' preference.***

***Ribbons and Medals are the same award. A ribbon is a medal that you wear on your uniform; a medal is what you receive in a box.***

## Campaigns and Expeditions Which Qualify For Veterans' Preference

<i><b>Campaign or Expedition</b></i>	<i><b>Inclusive dates</b></i>
<b>Armed Forces Expeditionary Medal (AFEM)</b> A veteran's DD Form 214 showing the award of any Armed Forces Expeditionary Medal is acceptable proof. The DD form 214 does not have to show the name of the theater or country of service for which that medal was awarded.	
Bosnia (Operations Joint Endeavor, Joint Guard, and Joint Forge)	November 20, 1995 to December 20, 1996; December 20, 1996 to June 20, 1998; June 21, 1998 to present
El Salvador	January 1, 1981, to February 1, 1992
Grenada (Operation Urgent Fury)	October 23, 1983, to November 21, 1983
Haiti Operation Uphold Democracy)	September 16, 1994, to March 31, 1995
Iraq (Operations Northern Watch and Desert Spring)	January 1, 1997 to present; December 31, 1998 to December 31, 2002 (projected)
Kosovo	March 24, 1999 to present
Lebanon	June 1, 1983, to December 1, 1987
Operations in the Libyan Area (Operation Eldorado Canyon)	April 12, 1986 to April 17, 1986
Panama (Operation Just Cause)	December 20, 1989, to January 31, 1990
Persian Gulf Operation (Operation Earnest Will)	July 24, 1987, to August 1, 1990
Persian Gulf Operation (Operation Southern Watch)	December 1, 1995, to present
Persian Gulf Operation (Operation Vigilant Sentinel)	December 1, 1995 to February 1, 1997
Persian Gulf Operation (Operation Desert Thunder)	November 11, 1998 to December 22, 1998
Persian Gulf Operation (Operation Desert Fox)	December 16, 1998 to December 22, 1998
Persian Gulf Intercept Operation	December 1, 1995, to present
Somalia (Operations Restore Hope and United Shield)	December 5, 1992, to March 31, 1995

**Note:** Section 572 of Subtitle G of the Defense Authorization Act of Fiscal Year 1998 (Public Law 105-85), signed into law on November 18, 1997, allows the Secretary of the military department concerned to determine whether individual members who participated in Operation Joint Endeavor or Operation Joint Guard in the Republic of Bosnia and Herzegovina and in such other areas in the region as the Secretary of Defense considers appropriate, meet the individual service requirements for award of the Armed Forces Expeditionary Medal (AFEM). Generally, service members will be considered eligible if they:

- deployed to Bosnia and Herzegovina (or other area that the Secretary of Defense considers appropriate) in direct support of one or both of the operations;
- served on board a ship in the Adriatic in direct support of one or both of the operations; or
- operated in airspace above Bosnia, Herzegovina (or other area that the Secretary of Defense considers appropriate) while the operations were in effect.

### **Navy expeditionary Medal and Marine Corps Medal for these Operations:**

<b><i>Campaign or Expedition</i></b>	<b><i>Inclusive dates</i></b>
Indian Ocean/Iran	November 21, 1979, to October 20, 1981
Iranian/Yemen/Indian Ocean	December 8, 1978 to June 6, 1979
Lebanon	August 20, 1982 to May 31, 1983
Liberia (Operation Sharp Edge)	August 5, 1990 to February 21, 1991
Libyan Area	January 20, 1986 to June 27, 1986
Panama	April 1, 1980 to December 19, 1986 and February 1, 1990 to June 13, 1990
Persian Gulf	February 1, 1987 to July 23, 1987
Rwanda (Operation Distant runner)	April 7 - 18, 1994

### **Other Campaign and Service Medals Qualifying for Preference:**

<b><i>Campaign or Expedition</i></b>	<b><i>Inclusive dates</i></b>
Army Occupation of Berlin	May 9, 1945 to October 2, 1990
Kosovo Campaign Medal (KCM) Operation Allied Force	March 24, 1999 to June 10, 1999
Kosovo Campaign Medal (KCM) Operation Joint Guardian	June 11, 1999 to (date to be determined)
Kosovo Campaign Medal (KCM) Operation Allied Harbor	April 4, 1999 to September 1, 1999
Kosovo Campaign Medal (KCM) Operation Sustain Hope/Shining Hope	April 4, 1999 to July 10, 1999
Kosovo Campaign Medal (KCM) Operation Noble Anvil	March 24, 1999 to July 20, 1999

Kosovo Campaign Medal (KCM) Task Force Hawk	April 5, 1999 to June 24, 1999
Kosovo Campaign Medal (KCM) Task Force Saber	March 31, 1999 to July 8, 1999
Kosovo Campaign Medal (KCM) Task Force Falcon	June 11, 1999 to (date to be determined)
Kosovo Campaign Medal (KCM) Task Force Hunter	April 1, 1999 to November 1, 1999
Southwest Asia Service Medal (SWASM) (Operations Desert Shield and Desert Storm)	August 2, 1990 to November 30, 1995
Rwanda (Operation Distant runner)	April 7 - 18, 1994

Assistance with DD-214 forms is available from the KS Commission on Veterans' Affairs, Suite 701, 700 SW Jackson, Topeka, KS, 66612.

[www.kcva.org](http://www.kcva.org)